

**WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Market Manager	4, 10, 11, 14, 17	11
On Air Personality	Exigent Hire	19
Morning Co-Host	4, 11, 15, 17	4
Account Executive	10, 11, 13, 14, 15, 17	15

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<p><b>On-Air Announcements</b> <i>(one or more SEU stations)</i>                      Contact: Sandy Ridgeway                      10333 Southpoint Landing Blvd., Suite 215                      Fredericksburg, VA 22407                      540-374-5474</p>	No	0
2	<p><b>DC/MD/VA/DE Radio TV Media News Website</b>  <a href="http://www.dcrtv.com">www.dcrtv.com</a>                      Contact: Dave Hughes                      1981-B Villaridge Drive                      Reston, VA 20191                      703-620-9466</p>	No	0
3	<p><b>The Free Lance-Star Newspaper</b>                      Sales Department                      Carl D. Silver Parkway                      Fredericksburg, VA 22401                      540-374-5000  <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a></p>	No	0
4	<p><b>All Access Music Group</b>                      Contact: Joel Denver                      28955 Pacific Coast Hwy., Ste. #210-5                      Malibu, CA 90265                      310-457-6616  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	6
5	<p><b>Commonwealth of Virginia                      Virginia Workforce Connection</b>                      10304 Spotsylvania Ave., Ste 100                      Fredericksburg, VA 22408  <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>                      540-322-5768</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<b>Illinois Center for Broadcasting</b> Contact: Don Clark 601 South LaSalle Street Chicago, IL 60605 312-884-8000 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	No	0
7	<b>Columbia School of Broadcasting</b> 3947 University Drive, 2 <sup>nd</sup> Floor Fairfax, VA 22030 Bill Butler 703-591-6000 <a href="mailto:djtrain@columbiaschoolbroadcas.com">djtrain@columbiaschoolbroadcas.com</a>	No	0
8	<b>Hampton University</b> 2 Frissell Street Hampton, VA 23668 757-727-5331 <a href="http://Hampton-csm.symplicity.com">Hampton-csm.symplicity.com</a>	No	0
9	<b>Germanna Community College</b> 10000 Germanna Point Drive Fredericksburg, VA 22408 540-710-2025 <a href="mailto:mhawley@germanna.edu">mhawley@germanna.edu</a>	No	0
10	<b>Virginia Association of Broadcasters</b> 250 West Main Street, Ste. 100 Charlottesville, VA 22920 434-977-3716 <a href="http://www.vabonline.com">www.vabonline.com</a>	No	0
11	<b>Indeed Website</b> Customer Service 470 W. Avenue Stamford, CT 203-564-2418 <a href="http://www.indeed.com">www.indeed.com</a>	No	6
12	<b>University of Mary Washington</b> 1301 College Avenue Fredericksburg, VA 22401 540-654-1000 <a href="http://www.umw.edu/careercenter">www.umw.edu/careercenter</a> <a href="http://www.handshake.com">www.handshake.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	<b>LinkedIn Website</b> Mountain View, CA <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
14	<b>Zip Recruiter</b>	No	0
15	<b>Word-of-Mouth Referral</b>	No	1
16	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
17	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	2
18	<b>Internal Posting/Candidate</b>	No	0
19	<b>Internal Transfer/Promotion</b>	No	1
20	<b>Walk-In/Self-Referral</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			16

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Mentoring/training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>Beginning May 2021, Our SEU's Traffic Coordinator/Continuity Assistant began working with our SEU's Part Time Promotions Assistant to mentor her in our Traffic Coordinator/Continuity role. The program includes traffic training using Wideorbit Software, VCreative Software and AIM Software. The mentorship is designed to enhance her skills in order to advance her position in order to assist with our Network/Barter commercial contracts.</p> <p>From May 2021 and ongoing, the SEU's Promotions Assistant is being cross-trained on Traffic Coordinator/Continuity duties, learning Wideorbit Software (schedule input), VCreative Software (commercial instructions), and AIM (copy review). The training allows the Promotions Assistant to fill in during periods of absence of the Traffic Coordinator/Continuity and acquire additional skills for possible promotion or a full time position.</p>
<b>2</b>	Participate in an event or program sponsored by or on behalf of an education institution relating to careers in broadcasting	<p>Alpha Media Fredericksburg - Virtual Field Trip for Cedar Forest Elementary on November 18, 2020</p> <p>Our Promotions Coordinator and Afternoon Talent on 96.9 The Rock at Alpha Media Fredericksburg, got together with Cedar Forest Elementary counselor to film a tour of the radio station. This "Virtual Field Trip" to the station was uploaded to the student page for the kids to watch with their families.</p> <p>The tour showed them around the station and on the way explained what types of jobs people have at the station (Promotions, Sales, Management, On-Air Personality, etc.). He also talked about what he does for work on a day-to-day basis. He showed the kids two of the actual studios where the radio magic happens.</p> <p>He showed them the microphones, the sound boards, the computers and also the software that transfers the music from us to their radios! He then answered questions from the children, like how do you become a radio DJ, or why do we get to listen to the radio for free. Our goal was to educate and entertain the kids,</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
		and hope they not only enjoyed peering into the inner-workings of radio but are also inspired to make music a part of their life and possibly even aim to work in radio one day!